

ANDREW M. ROBERTS

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(Travel computed from St. Paul)

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ARBITRATION ROSTERS:

Minnesota Bureau of Mediation Services (Ad Hoc Panel), Wisconsin Employment Relations Commission (Ad Hoc Panel); Iowa Public Employment Relations Board (Ad Hoc Panel), Illinois Education Labor Relations Board (Ad Hoc Panel), Oregon Employment Relations Board (Ad Hoc Panel), Washington State Public Employment Relations Commission (Ad Hoc Panel), FMCS.

ARBITRATION/LABOR RELATIONS EXPERIENCE:

1982- Present: Arbitrator. Arbitrate labor cases (see industries and issues below). 1990 – Present: Administrative Law Judge, Worker's Compensation, State of Wisconsin. Conduct hearings and issue decisions involving Worker's Compensation disputes. 1982 –1987: Arbitrator, Mediator, and Hearing Examiner, Wisconsin Employment Relations Commission. Arbitrated and mediated labor cases and conducted hearings and issued decisions involving prohibited practice and unfair labor practice complaints. 1986: Adjunct Professor, University of Wisconsin-Parkside, Taught undergraduate and graduate courses in arbitration and labor law.

ISSUES:

Affirmative Action; Absenteeism; Arbitrability; Bargaining Unit Work; Conduct (Off-Duty/Personal); Demotion; Discipline (Non-Discharge and Discharge); Age Discrimination; Drug/Alcohol Offenses; Bonus; Holidays; Insurance; Leave; Vacation; Grievance Mediation; Health/Hospitalization; Hiring Practices; Job Performance; Job Posting/Bidding; Jurisdictional Disputes; Layoffs/Bumping/Recall; Management Rights; Official Time; Past Practices; Pension and Welfare Plans; Promotion; Retirement; Safety/Health Conditions; Seniority; Subcontracting/Contracting Out; Tenure/Reappointment; Union Security; Cost-Of-Living Pay; Holiday Pay; Incentive Pay; Job Classification and Rates; Merit Pay; Overtime Pay; Vacation Pay; Work Hours/Schedules/Assignments; Working Conditions/Work Orders.

FEES:

PER DIEM FEE: \$1000.00

DOCKETING FEE: None

Grievance Arbitration and Interest Arbitration: (a) Time spent in hearing and travel, \$1000.00 per day, with at least one full day's fee for the first day of hearing; and (b) Time spent in additional hearing, travel, and/or preparation of the award pro-rated based upon the daily fee.

Travel Time: Actual expenses from St. Paul, Minnesota. Mileage is at the current IRS rate. Expenses may include meals and lodging.

Cancellation or postponement of a scheduled hearing: If a scheduled hearing is cancelled or postponed, there will be: (1) a \$500.00 charge if notice is received 15 to 21 days prior to the scheduled hearing date; or (2) a \$1,000.00 charge if notice is received 14 days or less prior to the scheduled hearing date.

April 1, 2016